

**Exhibit C**  
**FOND DU LAC COUNTY**  
**2020 REGISTERED NURSES COMPENSATION SCHEDULE**  
**Effective 12-29-2019 (2.25%)**

The hiring authority may hire at any of the first three (3) steps in the applicable schedule dependent upon education, experience and other relevant factors. Hiring beyond the third step must receive approval of the Finance, Personnel, and Economic Development Committee.

		<b><u>MINIMUM</u></b>	<b><u>6 MOS.</u></b>	<b><u>18 MOS.</u></b>	<b><u>30 MOS.</u></b>	<b><u>42 MOS.</u></b>
R1	Public Health Nurse Home Health R.N.	\$27.07	\$28.03	\$28.99	\$29.94	\$30.96
R2	Dept. Community Programs Health Care Center-Acute w/o ANA Certification*	\$27.78	\$28.75	\$29.70	\$30.65	\$31.68
R3	Dept. Community Programs Harbor Haven R.N. Health Care Center – Acute w/ANA Certification*	\$28.34	\$29.34	\$30.26	\$31.23	\$32.24

\* American Nursing Association (ANA) psychiatric nurse certification

**SHIFT DIFFERENTIAL**

Staff registered nurses at Harbor Haven Nursing and Rehabilitation Center and the Department of Community Programs (Acute Unit) who work the PM or night shift shall receive a differential of .50/hr. for hours worked on said shift.

Said staff nurses who volunteer to work a PM or night shift on a “non scheduled weekend” or who, on a scheduled weekend, stay over from the day or PM shift to work a PM or night shift respectively, shall receive a differential of .80/hr. for all such hours of work. This differential is in lieu of not in addition to the aforementioned PM and night shift differential.

**SUPERVISORY PAY**

Staff registered nursing personnel shall be eligible for “supervisory pay” when scheduled to supervise the nursing function on a shift during which the Director of Nursing, Assistant Director of Nursing or Acute Unit Supervisor is not scheduled to work and when designated “supervisory nurse.” In the event two (2) staff nurses are scheduled, one shall be designated as “supervisory nurse.” The “supervisory pay” shall be as follows:

Days \$1.00/hr.

PM's \$1.50/hr.

Nights \$1.50/hr.

### **GRADUATE NURSE**

“Graduate nurses” may be hired into existing registered nurse vacancies at 90% of the normal hiring rate. At such time that the graduate nurse passes his/her boards, he/she shall receive the applicable rate in the schedule with service credit granted from the date of hire.

### **MARKET ADJUSTMENT PAY**

A market adjustment may be added to specific nurses if necessary to recruit and retain professional staff. Any market adjustment must be approved by the Finance Committee and is not a permanent pay adjustment but is only in place during periods of unusual tight labor markets.

### **TRIAL PERIOD**

The trial period shall be six (6) months for full time nurses and 600 hours for part time nurses.

### **PUBLIC HEALTH NURSE/REGISTERED SANITARIAN – OFF DUTY RESPONSE STIPEND**

Public health nurses (PHN) or Registered Sanitarians (RS) designated for off duty response shall be eligible for compensation when responding to phone calls occurring during “off-duty response periods.” An “off-duty response period” is defined as all time in a given and assigned week outside of normal office hours of the department. PHN and RS will receive \$1 per hour for “off-duty response period.” If a holiday falls within the “off-duty response period,” then a \$2 per hour rate will apply.

Wherein when a PHN or RS is responding via a phone call or physically responding during an “off duty response period”, the PHN or RS shall receive compensation for the amount of time the call or visit takes. If the call or visit occurs on a “recognized” holiday, the PHN shall be compensated on the basis of time and one-half (1-1/2) for actual hours worked.

### **VACATION BENEFITS – INITIAL YEAR**

“Newly hired” staff nurses shall be eligible to accrue and use vacation during the year of hire provided that the date of hire occurs January 1<sup>st</sup> thru September 30<sup>th</sup>. Accrual of vacation credits shall be as follows:

Full time RN (40 hrs./wk.)	6.66 hrs./month of service*
Full time RN (37.5 hrs./wk.)	6.25 hrs./month of service*
Reg. part time RN (20+ hrs./wk.)	4.00 hrs./month of service*

\* or major fraction thereof

Usage of accrued vacation credits is contingent upon completion of ninety (90) calendar days of service.

Eligibility of two (2) weeks (prorated for regular part time staff) vacation commences January 1<sup>st</sup> of the calendar year following the year of hire.